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# PACIFIC GROVE UNIFIED SCHOOL DISTRICT

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February 23, 2000  
Honorable John M. Phillips,  
Presiding Judge of the Coordinated Trial Court  
P.O. Box 414  
Salinas, CA 93902

Dear Judge Phillips:

Below please find the responses to the 1999 Monterey County Civic Grand Jury recommendations found in the, "Comparison of School District" section.

1. School Board Members and Superintendent use STAR results to evaluate assignment of personnel.

The purpose of STAR testing is not to evaluate and/or assign personnel. Certainly STAR results are important, but they show only how well students performed on one test, on one particular day in the school year. Many variable must be taken into account before staff is evaluated and assigned, including our negotiated contract with staff which includes a process for evaluation and assignment.

2. Hiring practices ensure that certificated teachers are placed in the classroom. While it is recognized that not every excellent teacher is fully certificated, it is counterproductive to have a high percentage not fully certificated.

We are fortunate in Pacific Grove that all but five of our teachers are fully certificated. That is approximately 3.8% of our staff.

3. School Board Members search their collective conscience to determine if school funds could better be spent on students rather than on individuals performing what is public service.

Members of the Pacific Grove Unified School District Board of Education receive no compensation. As part of our budgeting process, certain expenses are prorated and assigned to specific categories which are the responsibilities of the Board of Education.- The attached memorandum tome from Robin Blakley, Assistant Superintendent- identifies those costs

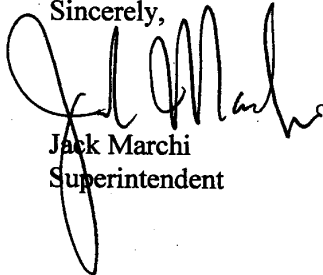
Honorable John M. Phillips  
February 23, 2000  
Page 2

A concern I would like to express is that the Grand Jury did not request additional information and/or clarification regarding compensation to our Board. Unfortunately, some false assumptions and generalizations have been made regarding Board of Education Members based on the printed report.

4. Each school district ensure that programs in place to help prevent school crime and vandalism are monitored. Those found guilty of crimes be prosecuted to the full extent of the law.

The Pacific Grove Unified School District has a very strong program at each site to prevent crime and vandalism. We have a very close working relationship with the Pacific Grove Police Department who has assigned a School Resource Officer to work with our schools. In addition, our community is very supportive and those property owners whose homes are close to our schools are very watchful and help in reporting suspected crime and vandalism.

Sincerely,

A handwritten signature in black ink, appearing to read "Jack Marchi". The signature is fluid and cursive, with a large initial "J" and "M".

Jack Marchi  
Superintendent